Our school mission statement is: "Excellent, whatever it takes." The majority of the teachers in my school have adopted that mission statement. Most teacher arrive between 6:30 and 7:00 and leave sometimes as late a 7:00. If a student needs to come early or stay late, the teachers are there for them. They come early and stay late in order to help the students achieve excellence. Students have seen the dedication of the teachers and it makes it easier for them to except the extra effort to achieve excellence. Another saying that is repeated often by our Superintendent..."Love 'em and work 'em hard." This attitude has become embedded in the culture of our school. Our good test scores and school ratings have been a result of this established culture.   
We have a new principal this year. He has contributed to the positive culture by being an observer first. He has been very good about accepting the attitude of...if it isn't broke, don't try to fix it. He has made subtle changes, but his real contribution has been that he has listened to the teachers and learned from them about why we have been so successful. He has accepted that we are successful, and he lets the teachers teach. He does not try to micro-manage.

Sounds like you have a great people-manager principal. It's almost standard in business to insist, "If it isn't broken, break it!" Your principal accepting the fact you all are successful in teaching and not micromanaging sounds encouraging. I especially like the saying, "Love 'em and work 'em hard." I believe that's fair and simply gives both student and teacher a boost where it counts most. Enjoyed your note.

We also have a good people-manager principal at my campus. She was our assistant principal before she became our principal. The only problem I see with the "If it isn't broke, don't try to fix it" way of things that she follows is that when there is a need for change she might miss the opportunity to venture out and try something different. For example when there is something being changed by the district, she calls up our old prinicpal, who is at another very different campus, and she pretty much follows what that campus is doing instead of trying out some different ideas. Sometimes this can be frustrating for some of the staff who feel our campus has different needs than the other campuses in the district because we are the only Title 1 school as well as the oldest. Still, we work together and do what we need to do to meet our student's needs.